

Fast Facts – MA COVID Paid Sick Leave

~ Attention Massachusetts Employers ~ UPDATE - MA COVID Paid Sick Leave

Updated 9/30/2021

Friday, May 28, 2021, the state of Massachusetts announced the new COVID-19 Emergency Paid Sick Leave (MEPSL) statewide mandate and on **September 29, 2021, a new law extended and expanded the leave.** It is recommended that MA employers visit <https://www.mass.gov/info-details/covid-19-temporary-emergency-paid-sick-leave-program>, or <https://www.mass.gov/info-details/covid-19-temporary-emergency-paid-sick-leave-program#frequently-asked-questions---covid-19-temporary-emergency-paid-sick-leave-program> for full information.

What is the COVID-19 Paid Sick Leave law and is it mandatory for MA employers?

This law is mandatory and requires all MA employers to provide emergency paid sick leave (MEPSL) to employees who are unable to work for certain reasons relating to COVID-19.

Will employers be reimbursed similar to FFCRA paid sick leave?

Yes. This law provides funding to employers to reimburse the cost of providing the leave.

NEW - How do employers get reimbursed?

Employers don't get reimbursed through payroll like they did with federal FFCRA/ARPA payments, instead they apply for reimbursement directly from the state of Massachusetts. Visit <https://www.mass.gov/info-details/covid-19-temporary-emergency-paid-sick-leave-program> and navigate to "How to Apply for Reimbursement" for instructions.

UPDATED – What are the limits of the MEPSL employees can be paid/employers will be reimbursed?

Employers must provide 40 hours to employees who work 40 or more hours per week and for employees who regularly work fewer than 40 hours per week, employers must provide leave in an amount equal to the average number of hours the employee works per week. The maximum amount an employer is required to pay each employee and for which the employer may seek reimbursement for any one employee is \$850 (including the cost of benefits).

UPDATED - When did this law go into effect and when does it end?

Employers will need to make MEPSL available to employees for time taken after May 28 and the program has been **extended to run through April 1, 2022**, or until funding runs out. The state announced if state funds are expected to become depleted prior to April 1, 2022, employers will be notified with 15 days advance notice.

I am a MA employer, what do I need to do?

- You will need to post notices of employees' rights under the law
- Know the qualifying reasons for paid MEPSL
- Track the number of MEPSL hours and amount paid (up to 40 hours/\$850) to each employee
- Visit <https://www.mass.gov/covid-19-updates-and-information> to determine all of your employer responsibilities

How do I find out more information?

Go to our website www.cscpaymaster.com, navigate to the COVID Resource page and click on the link to the MA COVID-19 MEPSL. You can also contact your Payroll Account Specialist at 401-785-0300 or email payroll@cscpaymaster.com or cscpayroll@cscpaymaster.com.

CSC Paymaster is committed to providing our clients with updates of evolving legislation as it becomes available. We want you to know that we are here to assist you in any way we are able, however, please be aware that this is informational only, is not all encompassing and cannot be construed as tax or legal advice. We encourage all our clients to consult with appropriate legal and tax advisors. Thank you.